



THE BUILDERS:

AN APPRENTICESHIP RESOURCE GUIDE



**THE CITY OF LONG BEACH WOULD LIKE TO EXTEND A SPECIAL
THANK YOU TO ALL THE ORGANIZATIONS THAT MADE THIS
DOCUMENT POSSIBLE. THESE INCLUDE:**

**COMMUNITY DEVELOPMENT ADVISORY COMMISSION
DEPARTMENT OF COMMUNITY DEVELOPMENT
LEGAL AID FOUNDATION OF LOS ANGELES
LONG BEACH CITY COLLEGE
LOS ANGELES AND ORANGE COUNTY BUILDING TRADES COUNCIL
SOUTHWEST REGIONAL COUNCIL OF CARPENTERS, LOCAL 630
WOMEN IN NON-TRADITIONAL EMPLOYMENT ROLES**

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INTRODUCTION



Whether you are a student, educator, first-time job seeker, parent or person considering a career change, “The Builders: An Apprenticeship Resource Guide” is a valuable tool to help make career decisions. This resource contains wage and job information pertaining to 36 apprenticeship programs in Los Angeles County and across the state.

Apprenticeships are proven training strategies improving the skills of our workforce and enhancing the efficiency and productivity of our industries. They offer time tested combinations of classroom instruction, on-the job training and mentoring. The construction and manufacturing industries have used apprenticeships to grow a highly trained and skilled workforce. California employers that participate in apprentice programs find the system of training efficient and cost effective because it eliminates expensive recruitment programs and creates a flexible pool of employees with desired skills.

The Division of Apprenticeship Standards (DAS) administers state apprenticeship law and enforces standards for wages, hours, working conditions and training. Established by the 1939 Shelley Maloney Apprentices Labor Standard Act, the California Apprenticeship Council (CAC) sets policy for the DAS. The 17 member council meets every three months in different locations around the state to address issues such as providing policy advice, ensuring impartial apprentice selection procedures and adopting regulations.

Private industry employers or labor/management sponsors typically operate the day-to-day operation of an apprenticeship program. Program sponsors pay virtually all training costs as well as progressively increasing wages to their apprentices. Normally, apprenticeship programs range from one to six or more years in length. For the apprentice, this translates into an “industry scholarship” worth anywhere from \$40,000 to \$150,000. Since industry needs decide the content of the training program, apprenticeship programs produce workers with highly demanded skills.

In general, apprentices are *indentured* into their particular trade union. An *indenture* is a legally binding contract that allows an employer and apprentice to undertake an apprenticeship program. The training agreement is signed and completed by the employer, the apprentice and legal guardian if appropriate.

Most apprenticeship training is on-the-job (in the workplace). The person supervising the apprentice is responsible for communicating and explaining the necessary skills and process of the trade. **Apprentices are paid for their on-the-job training hours.** Many apprentices are also required to complete some of their training away from the workplace. Courses are offered on a block release or day release system, or combination of both. An apprentice on block release attends classes for a number of weeks at a time, while day release involves attendance at off-the-job training usually for one or two days each week. The time table of training is determined by the training provider according to demand for that course.

The Bureau of Labor Statistics estimates that between 2002 and 2012, the United States will need about one million skilled workers to fill construction jobs. As the nation faces a shortage of skilled trades people, apprenticeship opportunities offer a stable future for Long Beach residents in search of high quality training and career opportunities.

As with any resource document, information is its most accurate on the date it is printed. Use this guide as a base for your career search. Once you find a trade you are interested in, take time to visit their web page or speak to a representative so you may collect the most accurate information available.





ACOUSTICAL INSTALLER APPRENTICESHIP

WHAT IS AN ACOUSTICAL INSTALLER?

An Acoustical Installer puts in a variety of factory produced systems and construction materials in private homes, commercial buildings and public structures.

TRAINING PROGRAM

Each apprentice must attend daytime training classes for 160 hours, in addition to 6,000 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 17 years old
- be in good physical health and able to perform all phases of work
- complete all application forms
- be able to legally work in the United States
- pass a drug test
- maintain reliable transportation to school and work
- have good hand-eye coordination and manual dexterity

BENEFITS

As a union member and employee of a union contractor, the apprentice receives medical, dental, vision care and pension benefits. Pay for a first stage apprentice is \$11.10 per hour.



APPLICATION PROCESS

Applications are taken Monday thru Thursday from 8:00 am to 4:30 pm and Friday from 8:00 am to 3:00 pm at:

CARPENTERS LOCAL UNION #1506
5164 SANTA MONICA BLVD.
LOS ANGELES, CA 90029-2466
(213) 660-1506

AIR CONDITIONING AND REFRIGERATION APPRENTICESHIP

WHAT IS AN AIR CONDITIONING/ REFRIGERATION MECHANIC?

Refrigeration Contractors employ Air Conditioning/Refrigeration Mechanics. Work involves maintaining and repairing many types of refrigeration and cooling equipment for commercial/industrial uses. An apprentice often works on the roofs of buildings, in very tight spaces and may handle heavy pieces of machinery.

TRAINING PROGRAM

The apprenticeship program for an Air Conditioning/Refrigeration Mechanic is five years long. To attain journeyman status, the apprentice must work a total of 8,000 hours on the job. While working, apprentices must attend 216 hours of yearly classroom training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- have a High School Diploma or GED (General Equivalency Diploma)
- be physically able to perform the work of the trade
- pass an aptitude test and oral interview
- be able to read, write, and speak English
- attend related training classes
- maintain a valid California driver's license
- be able to legally work in the United States

BENEFITS

As a union member and employee of a union contractor, the apprentice receives medical, dental, and vision care coverage, as well as pension and supplemental pension benefits. The median wage reported for all experience levels is \$15.13 per hour. Union wages are about \$4.00 higher per hour than the prevailing non-union wages.

APPLICATION PROCESS

Applications are continually accepted at:

AIR CONDITIONING AND REFRIGERATION JOINT APPRENTICESHIP AND TRAINING
2220 S. HILL ST.
LOS ANGELES, CA 90007
(213) 747-0291

BRICKLAYER APPRENTICESHIP

WHAT IS A BRICKLAYER?

Bricklayers build structures from masonry units such as brick, block, glass block or stone. They also line industrial kilns and furnaces, so work may be several stories above the ground, often performed from scaffolding. Work is frequently strenuous because masonry units and bonding media are heavy. Bricklayers also construct a variety of sewer and other underground structures.

TRAINING PROGRAM

The Bricklayers Apprenticeship Training Program consists of 6,000 hours on-the-job training, over eight periods. After each period the apprentice is evaluated for wage advancements, contingent upon satisfactory completion of related classroom instruction.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- have a High School Diploma or GED (General Equivalency Diploma)
- be able to lift at least 50 pounds and work on staging above the ground
- attend related supplemental training classes

BENEFITS

As a union member and employee of a union contractor, the apprentice receives medical, dental, vision care and pension benefits. A first stage apprentice will earn \$10.54 per hour, increasing to \$27.09 at the completion of training.

APPLICATION PROCESS

Applications are continually accepted at:

SOUTHERN CALIFORNIA BRICK MASONS APPRENTICESHIP AND TRAINING PROGRAM
1646 S. OLIVE ST.
LOS ANGELES, CA 90015
(213) 746-6825



CABINETMAKER APPRENTICESHIP

WHAT IS A CABINETMAKER?

Cabinetmakers and Mill Workers cut, shape and assemble wood products, such as moldings, panels and furniture. They also fabricate and install store fixtures, made of metal, plastics and glass. Many work on exhibits and display cases, or install entire modular office systems. Some cabinetmakers work in shops, doing the fabrication, while others are at job sites installing finished products.

TRAINING PROGRAM

The Cabinetmakers Apprenticeship Program provides state-of-the-art training while the apprentice is working full time at the job site. In Southern California, cabinetmaking apprentices attend a weeklong class four times each year. Typically, after four years of training, and working 4,800 hours on union jobs, apprentices receive a journey level certificate.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good physical health and able to perform all phases of work
- complete all application forms
- be able to legally work in the United States

BENEFITS

As an employee and union member, the apprentice is afforded medical, dental, optical, vacation and pension plan. Wages for first stage apprentices starts at \$7.75, increasing to \$15.50 per hour at completion of training.

APPLICATION PROCESS

Applications are accepted on an ongoing basis at the following location:

CABINETMAKERS, MILLMEN AND INDUSTRIAL CARPENTERS LOCAL 721
10015 ROSE HILLS ROAD
WHITTIER, CA 90601
(562) 695-0571

CARPENTER APPRENTICESHIP

WHAT IS A CARPENTER?

Carpenters build residential, commercial and industrial structures of wood, steel and concrete.

TRAINING PROGRAM

The Carpenter Apprenticeship Program provides training while the apprentice is working full time at the job site. In Southern California, Carpenter apprentices attend a weeklong class four times each year. Typically, after four years of training, and working 4,800 hours on union jobs, apprentices receive a journey level certificate.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good physical health and able to perform all phases of the work
- complete all application forms
- be able to legally work in the United States

BENEFITS

As an employee and union member the apprentice is afforded medical, dental, optical, vacation and pension benefits. First stage apprentice carpenters earn \$11.92 per hour, and can earn \$29.80 per hour after the completion of training.



APPLICATION PROCESS

Applications are accepted on an ongoing basis at the following locations:

SOUTHERN CALIFORNIA CARPENTERS JOINT APPRENTICESHIP AND TRAINING PROGRAM
10015 ROSE HILLS RD.
WHITTIER, CA 90601
(562) 699-0419

CEMENT MASON APPRENTICESHIP

WHAT IS A CEMENT MASON?

Cement Masons place, shape, level and apply finishes to all types of concrete structures. Along with finishing, their work may include the building of formwork for low structures and mixing various building materials to perform repairs, patching and concrete restoration.

TRAINING PROGRAM

The Cement Mason Apprenticeship Program is four years long. To attain journey status, the apprentice must work 4,800 hours on a union job, and have completed 640 hours of related training. Classes are generally held on Saturday throughout the regular school year.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old with written proof
- be in good health and physically able to perform all phases of work required of a cement mason

BENEFITS

As an apprentice and union member, you are afforded health and pension benefits. First stage Cement Mason apprentices are paid an hourly wage of \$9.60, increasing to \$24.00 when training is complete.

APPLICATION PROCESS

Applications are accepted on an ongoing basis at the following location:

SOUTHERN CALIFORNIA CEMENT MASONS APPRENTICESHIP PROGRAM
1333 S. MAYFLOWER AVE. #350
MONTIVIA, CA 91016
(626) 444-4600

DRYWALL INSTALLER APPRENTICESHIP

WHAT IS A DRYWALL INSTALLER?

Drywall Installers are construction workers who install panels to the framework inside houses and other buildings. A Drywall Installer must be able to measure and cut pieces of drywall to fit spaces of the walls and ceilings. Holes need to be sawed in drywall panels for fitting vents, plumbing fixtures and electrical outlets. Installers nail panels to studs or beams, or screw panels into metal studs.

TRAINING PROGRAM

Apprenticeship training and Journeyman training is available for Installers employed by a contractor who is signatory with the IUPAT (International Union of Painters and Allied Trades). The training takes between three and four years to complete. Each apprentice must attend daytime training classes for 480 hours, in addition to 5,400 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 17 years old
- have reliable transportation to school and work
- be in good health and physically able to perform all phases of work required

BENEFITS

Benefits usually include vacation, sick, health/life insurance and retirement benefits. Wages start at \$8.87 per hour.

APPLICATION PROCESS

Apply at the following location:

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES DISTRICT COUNCIL 36
297 NORTH MARENGO AVE., SUITE #120
PASADENA, CA 91101
(626) 584-1949



ELECTRICIAN (INSIDE WIREMAN) APPRENTICESHIP

WHAT IS AN ELECTRICIAN?

Electricians install and maintain a variety of approved wiring methods for distribution of electrical light, heat, power and signaling systems. The work is performed in existing or new residential, commercial and industrial projects. Electricians do considerable lifting, climbing, bending and working in cramped areas.

TRAINING PROGRAM

The apprenticeship program involves 8,000 hours of on-the-job training over five years. In addition, apprentices are required to attend 800 hours of supplemental instructional classes.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- have completed one full year (two semesters) of High School Algebra with a minimum grade of "C", or one semester of college Algebra with a minimum grade of "C"
- have a valid California driver's license at time of indenture
- have no color blindness

BENEFITS

As an employee and union member, the apprentice will receive medical, dental and pension benefits. Entry-level apprentices are paid \$12.40 per hour, and earn an hourly wage of \$31.00 after reaching journey status.

APPLICATION PROCESS

Applications are available every Wednesday from 8:30 to 10:30 a.m. at:

LOS ANGELES COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING PROGRAM

6023 S. GARFIELD AVE.
CITY OF COMMERCE, CA 90040
(323) 221-5881

OR OR ONLINE AT:
www.la-neca.org/www.ibew.org

ELECTRICIAN (SOUND/COMMUNICATION) APPRENTICESHIP

WHAT IS A SOUND/COMMUNICATIONS ELECTRICIAN?

Electronics/Communications Electricians install and maintain a variety of systems for sound and data distribution. The work is performed in existing or new residential, commercial, and industrial projects. Electricians do considerable lifting, climbing, bending and working in cramped areas.

TRAINING PROGRAM

The program involves 4,800 hours of on-the-job training over three years. In addition, apprentices are required to attend 480 hours of supplemental instructional classes.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- have completed one full year (two semesters) of High School Algebra with a minimum grade of "C", or one semester of college Algebra with a minimum grade of "C"
- have a valid California driver's license at time of indenture
- have no color blindness.

BENEFITS

As employees and union members, apprentices receive medical, dental and pension benefits. Entry level apprentices are paid \$11.09 per hour, and earn an hourly wage of \$23.98 after becoming a System Technician.

APPLICATION PROCESS

Applications are available every Wednesday from 8:30 to 10:30 a.m. at:

LOS ANGELES COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING PROGRAM

6023 S. GARFIELD AVE.
CITY OF COMMERCE, CA 90040
(323) 221-5881

OR OR ONLINE AT:
www.la-neca.org/www.ibew.org

ELECTRICIAN (TRANSPORTATION SYSTEM) APPRENTICESHIP

WHAT IS A TRANSPORTATION SYSTEMS ELECTRICIAN?

Transportation Systems Electricians install and maintain a variety of equipment and wiring for electrical signaling systems. The work includes street/highway lighting, traffic signals and other outdoor installations. Electricians do considerable lifting, climbing, bending and working in cramped areas, in all types of weather.

TRAINING PROGRAM

The Transportation Systems Electricians apprenticeship program involves 6,400 hours of on-the-job training over four years. In addition, apprentices are required to attend 640 hours of supplemental instructional classes.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- have completed one full year (two semesters) of High School Algebra with a minimum grade of "C," or one semester of college Algebra with a minimum grade of "C."
- have a valid California driver's license at time of indenture
- have no color blindness

BENEFITS

As an employee and union member, the apprentice receives medical, dental and pension benefits. Entry-level wages are \$12.16 per hour, reaching \$30.40 after completing the nine stages of training.

APPLICATION PROCESS

Applications are available every Wednesday from 8:30 to 10:30 a.m. at:

LOS ANGELES COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING PROGRAM

6023 S. GARFIELD AVE.
CITY OF COMMERCE, CA 90040
(323) 221-5881

OR OR ONLINE AT:
www.la-neca.org/www.ibew.org

ELEVATOR CONSTRUCTOR APPRENTICESHIP

WHAT IS AN ELEVATOR CONSTRUCTOR?

Elevator Constructors are responsible for assisting in the installation, maintenance and repair of passenger and freight elevators, escalators, dumbwaiters and moving sidewalks.

TRAINING PROGRAM

Each apprentice must attend daytime training classes for 576 hours, in addition to 7,080 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- understand general arithmetic
- be able to speak and write in a clear and understandable manner for internal/external relations
- understand verbal or written instructions
- have a High School Diploma or GED (General Equivalency Diploma)
- be able to maintain normal attention spans, with intermittent periods of high concentration
- be able to perform administrative duties such as data gathering and submitting written reports
- be able to lift up to 100 lbs.
- be able and willing to travel

BENEFITS

Benefits usually include vacation/sick leave, health/life insurance and retirement plans. Wages typically start at \$17.44 an hour.

APPLICATION PROCESS

Applications are taken Monday thru Friday from 9:00 am until 12:00 pm at:

SOUTHERN CALIFORNIA ELEVATOR CONSTRUCTOR JOINT APPRENTICESHIP
AND TRAINING COMMITTEE
100 S. MENTOR
ARCADIA, CA 91006
(626) 449-1869



FLOOR COVERING APPRENTICESHIP

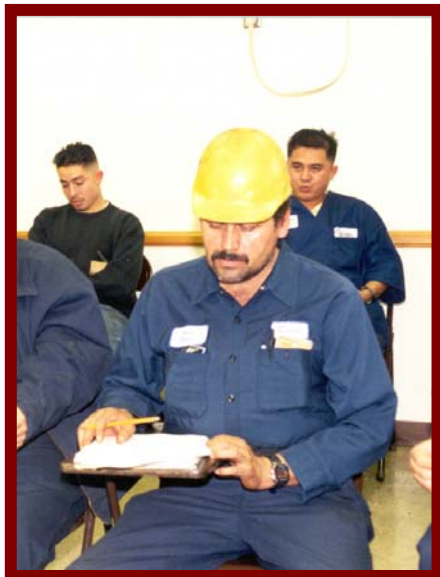
WHAT IS A FLOOR COVERING INSTALLER?

In California, Floor Coverers install carpet, linoleum, soft tile, rubber tile, laminate flooring, vinyl composition tile and a variety of specialized flooring. Their tools include a variety of sharp knives and cutting tools. The materials are heavy and, because of their shapes, can be awkward to manipulate. The work requires bending, stretching and reaching in difficult positions. Training is given to avoid problems related to these working conditions, as well as in the safe use of potentially hazardous adhesives and other materials.

TRAINING PROGRAM

The apprenticeship program consists of eight training periods, each lasting at least six months. The minimum term for the program is 48 months. During that period, the apprentice will have completed 576 hours of related classroom training, and 6,000 hours of on-the-job work and instruction.

QUALIFICATIONS/REQUIREMENTS



APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all phases of the work
- pass a written examination which consists of 8th grade Mathematics
- participate in an orientation class

BENEFITS

Group life insurance, pension, major medical, prescription drugs, vision care, dental care and vacation/holiday savings plans are available to qualified individuals. Wages typically start around \$8.91 per hour.

APPLICATION PROCESS

Applications are accepted on an ongoing basis at the following location:

SOUTHERN CALIFORNIA FLOOR COVERING CRAFTS JOINT APPRENTICESHIP AND TRAINING
14906 SPRING AVENUE
SANTA FE SPRINGS, CA 90670
(562) 944-6355

GLAZIER APPRENTICESHIP

WHAT IS A GLAZIER?

Glaziers cut and install glass while performing a variety of related tasks. They read job orders and blueprints to determine the size, shape and location of glass needing installation and possibly the type and size of the staging and scaffolding necessary to complete a job. In shops, Glaziers build metal sash and moldings using aluminum or steel framing.

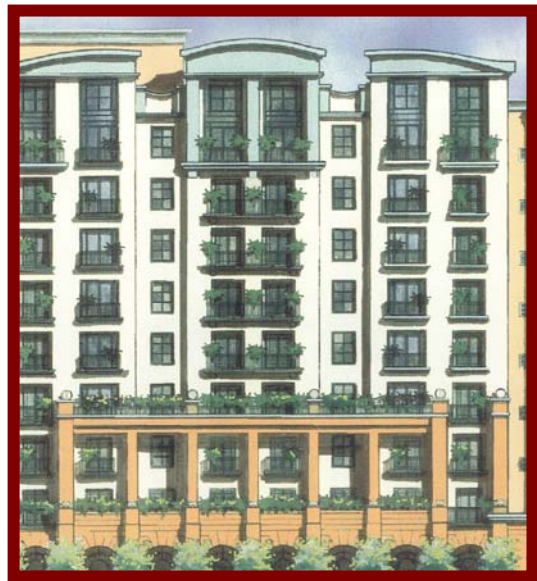
TRAINING PROGRAM

Each apprentice must attend daytime training classes for 144 hours, in addition to 6,000 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- have a High School Diploma or GED (General Equivalency Diploma)
- be physically able to perform the work of the trade
- be able to read, write and speak English
- maintain a valid California driver's license
- be able to legally work in the United States



BENEFITS

As a union member and employee of a union contractor, the apprentice receives medical, dental, vision care and pension benefits. Wages for a first stage apprentice is \$10.77 per hour.

APPLICATION PROCESS

Applications are accepted in person Monday thru Friday 8:00am to 4:00 pm at:

PAINTERS AND ALLIED TRADES DISTRICT COUNCIL 36
GLAZIERS L.U. 636 JOINT APPRENTICESHIP TRUST
11366 MARKON DRIVE
GARDEN GROVE, CA 92841
(714) 894-4094

HEAT AND FROST INSULATORS AND ASBESTOS WORKERS APPRENTICESHIP

WHAT IS A HEAT AND FROST INSULATOR AND ASBESTOS WORKER?

Heating, air Conditioning and Refrigeration Mechanics install, maintain and repair heating, cooling and refrigeration equipment in residential, commercial and industrial buildings. Mechanics may also be called Heating and Air Conditioning Technicians, or Environmental Control System Installers. The majority of mechanics are employed in the construction, service and trade industries.

TRAINING PROGRAM

The apprenticeship program emphasizes on-the-job training, classroom instruction and other course materials giving participants a thorough knowledge of the trade. Each apprentice must attend daytime training classes for 640 hours, in addition to 4,800 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- have a High School Diploma or GED (General Equivalency Diploma)
- be physically able to perform the work of the trade
- maintain a valid California driver's license
- be able to legally work in the United States

BENEFITS

Unionized Insulation Mechanics earn average wages of \$25.00 per hour. As a union member and employee of a union contractor, the apprentice receives medical, dental, vision and pension benefits.

APPLICATION PROCESS

Applications are accepted the first Wednesday of each month at 8:00 am at:

SOUTHERN CALIFORNIA HEAT AND FROST INSULATORS AND
ASBESTOS WORKERS JOINT APPRENTICESHIP COUNCIL
670 E. FOOTHILL BLVD., #3
AZUSA, CA 91703
(626) 334-6884

INTERIOR SYSTEMS CARPENTER APPRENTICESHIP

WHAT IS AN INTERIOR SYSTEMS CARPENTER?

Interior Systems involve the installation of modern materials and equipment in residential, commercial, industrial and public structures. Interior Systems Carpenters erect metal framing, install wall materials and construct specialized floor systems for computer rooms.

TRAINING PROGRAM

The apprenticeship program involves 36 months of on-the-job training. Each apprentice must attend daytime training classes for 640 hours, in addition to 6,000 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good health and physically able to perform all the work of the trade
- be able to legally work in the United States

BENEFITS

As an employee and union member, apprentices receive medical, dental, vision, vacation and pension benefits. Entry-level apprentices earn an hourly wage of \$11.92 increasing to \$29.80 per hour upon reaching journey status.

APPLICATION PROCESS

Applications are available at:

CARPENTERS LOCAL 1506
5164 SANTA MONICA BLVD.
LOS ANGELES, CA 90029
(323) 660-1506



IRONWORKER APPRENTICESHIP

WHAT IS AN IRONWORKER?

Ironworkers place and secure reinforcing steel bars in forms that are filled with concrete, producing many different structures. The bars are lifted, carried, positioned and connected at intersection points. Structural ironworkers assemble, erect and install prefabricated iron shapes to form structural frameworks for buildings, towers, bridges and other structures. These components may be massive in size, and Ironworkers position, bolt and weld them together to create permanent structures.

TRAINING PROGRAM

The apprenticeship program includes 3,600 hours of on-the-job work and instruction, over a three-year period. In addition, apprentices are required to attend 600 hours of supplemental instructional classes. Classes in reinforcing ironwork are held on five consecutive Saturdays.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and able to perform all the work of the trade
- have a High School Diploma, High School proficiency certificate, or a GED (General Equivalency Diploma) with minimum scores of 40 on individual tests and an overall average of 45 or above
- be able to read, write and comprehend instructions in English

BENEFITS

The program sponsored by the Ironworkers Union provides pension, major medical, prescription drugs, vision and dental care. Wages start at \$15.02 per hour, and increase to \$27.31 with journey status.

APPLICATION PROCESS

Applications are accepted continually at the following locations:

FIELD IRONWORKERS JOINT APPRENTICESHIP AND TRAINING PROGRAM

13700 BORATE ST.
SANTA FE SPRINGS, CA 90670
(562) 921-9744

OR

131 NO. EL MOLINO AVE., SUITE 330
PASADENA, CA 91101
(800) 527-4613

LABORER APPRENTICESHIP

WHAT IS A CONSTRUCTION LABORER?

Laborers perform a wide variety of jobs on a construction site. Their work may include helping to excavate for a foundation, demolition, pouring concrete, laying sewer pipe, moving materials, clean up and environmental abatement.

TRAINING PROGRAM

The Laborers apprenticeship program includes 3,000 hours of on-the-job work and instruction over a three-year duration and the completion of 216 hours of related instruction. These classes are one week long, full time and required after completion of 500 hours on the job.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade

BENEFITS

As a member of the Laborers International Union of North America, the apprentice is afforded medical, dental, vision, vacation and pension benefits. Pay for first stage apprentices starts at \$11.25 per hour, culminating with an hourly wage of \$23.10 after completing all training.



APPLICATION PROCESS

Telephone appointments are required for application submission. All applicants must attend a mandatory orientation meeting. Applications are available at:

SOUTHERN CALIFORNIA LABORERS APPRENTICESHIP PROGRAM
11346 E. RAMONA BLVD.
EL MONTE, CA 91731
(626) 448-0144

LANDSCAPE AND IRRIGATION FITTER APPRENTICESHIP

WHAT IS A LANDSCAPE AND IRRIGATION FITTER?

A Landscape and Irrigation Fitter's work evolves around site development including grading, irrigation, drainage, concrete, landscape construction and water features. Work is outdoors and may include installing metal, plastic and cement pipes and tubing. Employees perform tasks at commercial, industrial, manufacturing complexes, golf courses and residential housing.

TRAINING PROGRAM

The five-year long program fulfills 9,000 hours of diversified on-the-job training. In addition, apprentices attend classes or related technical instruction. All apprentices are required to attend classes one night a week for five years. Classes are conducted during the workweek Monday thru Thursday.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- have a High School Diploma or GED (General Equivalency Diploma)
- be physically able to perform the work of the trade
- maintain a valid California driver's license

BENEFITS

As a member of a Landscape and Irrigation Fitters Union the apprentice is afforded medical, dental, vision, vacation and pension benefits. Wages start at \$10.89 per hour, culminating with an hourly wage of \$20.88 after training is complete.

APPLICATION PROCESS

Applications are accepted at the following location:

LONG BEACH AND VICINITY PLUMBERS AND STEAMFITTERS J.A.T.C.
1246 LOCUST AVENUE
LONG BEACH, CA 90813
(562) 436-1082

LATHER/DRYWALL APPRENTICESHIP

WHAT IS A LATHER?

Lathing is a small but vital trade going back to a time when palaces and cathedrals were built from stone and plaster. Lathers construct the basic framework that supports the plaster. Though “lath” once referred to wooden strips, now Lathers work with wire and other metal materials to create structures such as attractions at amusement parks, walls and ceilings.

TRAINING PROGRAM

The apprenticeship program consists of three years of on-the-job training and the completion of 480 hours of related class work. Mandatory classes are one-week long taking place during the workday.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good health and physically able to perform all the work of the trade

BENEFITS

As a member of the union, an apprentice is afforded benefits including medical, dental, vision and a pension plan. A first stage Lather apprentice earns \$11.92 per hour, periodically increasing to \$29.80 at the completion of training.

APPLICATION PROCESS

Applications are available at:

LATHING APPRENTICESHIP OFFICE
WHITTIER TRAINING CENTER
10009 ROSE HILLS ROAD
WHITTIER, CA 90601-1792
(562) 699-5820

OR

LATHERS' LOCAL UNION 440-L
1605 NO. SUSAN AVE.
SANTA ANA, CA 92706
(714) 554-1644



MILLWRIGHT APPRENTICESHIP

WHAT IS A MILLWRIGHT?

Millwright work includes the erecting, installation and maintenance of equipment and machinery. Typical installations include conveyors, processing equipment, bulk material handling, pumps and compressors. Millwrights also do alignment and installation of turbines and other generating equipment at power plants. The work is often technical.

TRAINING PROGRAM

The apprenticeship program includes 4,800 hours of on-the-job work and instruction, over a four-year duration, with the completion of 640 hours of related classes. Classes are for two weeks, forty hours per week, held twice each year. Perfect attendance is mandatory.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- be able to legally work in the United States
- attend a mandatory orientation meeting

BENEFITS

As an employee and union member, the apprentice is afforded medical, dental, vision, vacation and pension benefits. Pay ranges from \$18.18 for a first stage apprentice to \$38.05 for a journey level millwright.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

SOUTHERN CALIFORNIA MILLWRIGHTS AND MACHINERY ERECTORS
JOINT APPRENTICESHIP AND TRAINING COMMITTEE
932 S. GERHART AVE.
LOS ANGELES, CA 90022
(323) 724-0178

OPERATING ENGINEER APPRENTICESHIP

WHAT IS AN OPERATING ENGINEER?

Construction Equipment Operators may operate machines that hoist, dig, pave and compact materials. Heavy Duty Repairmen are responsible for the maintenance and repair of the equipment at the job site.

TRAINING PROGRAM

The training program prepares apprentices for careers as Construction Equipment Operators and Heavy Duty Repairmen. Both Construction Equipment Operator apprentices and Heavy Duty Repairman complete 6,000 hours of on-the-job training. An additional 432 hours of supplemental related training is required during the apprenticeship.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and able to perform all phases of the work
- be able to read, write and comprehend instructions in English
- be able to legally work in the United States
- hold a current, valid California driver's license

BENEFITS

Along with an excellent benefits package, vacation and pension plan, apprentices receive hourly wages starting at approximately \$18.00 and culminating to \$30.00 per hour after completing the program.

APPLICATION PROCESS

Applications are available on an ongoing basis at:



OPERATING ENGINEERS TRAINING TRUST

2190 S. PELLISSIER PL.
WHITTIER, CA 90601
(562) 695-0611

OR

2501 W. 3RD ST.
LOS ANGELES, CA 90057
(213) 385-2889

PAINTER APPRENTICESHIP

WHAT IS A PAINTER?

Painting is the application of paint, varnishes, lacquers, sealers and stains. Painters also apply wallpaper, vinyl wall fabrics and all types of coverings and coatings. They also make the necessary preparations before applying paint or other material. The work of a painter is performed on all kinds of structures, both interior and exterior.

TRAINING PROGRAM

The apprenticeship program includes 7,000 hours of on-the-job training, and 280 hours of related instruction. Classes are held on weekday evenings.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- be able to legally work in the United States
- be able to pass a color blindness test

BENEFITS

An apprentice is afforded medical, dental, optical, vacation and pension benefits. First stage Painters earn \$8.70 per hour. At the completion of the program, they receive an hourly wage of \$19.15.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

SOUTHERN CALIFORNIA PAINTING AND DRYWALL APPRENTICESHIP TRAINING PROGRAM
2077 YATES AVENUE
CITY OF COMMERCE, CA 90040
(323) 727-2811

PILE DRIVER APPRENTICESHIP

WHAT IS A PILE DRIVER?

Pile Drivers construct deep foundations, bridges, wharfs, docks and sub-sea structures. They may work with the pile driving equipment, driving piles of different materials deep into the ground, or as construction deep-sea divers.

TRAINING PROGRAM

The apprenticeship program includes 4,800 hours of on-the-job training, and 160 hours of related classes. Classes are two weeks long, 40 hours per week, and must be attended twice a year.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be able to read, write and comprehend instructions in English
- be in good health and physically able to perform all the work of the trade
- be able to legally work in the United States



BENEFITS

Benefits include medical, dental, optical, vacation and pension benefits. Wages range from \$11.97 to \$29.93 for journey pile drivers.

APPLICATION PROCESS

Orientations for prospective applicants are held on a regular basis at the location below. You may call for information on times and dates. Applications are available at:

PILE DRIVERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE
738 LAGOON AVENUE
WILMINGTON, CA 90744
(310) 830-5300

PIPE FITTER APPRENTICESHIP

WHAT IS A PIPE FITTER?

Plumbers assemble, install and repair pipes, fittings and fixtures of water, gas and waste disposal systems. They work with piping systems that transport liquid, gas or semisolid material. Their work includes the installation of sinks, tubs and other fixtures and their connection to water and sewage systems.

TRAINING PROGRAM

The apprenticeship program is five-years long. Apprentices are able to earn wages while learning their trade, working with a journeyman level colleague. In addition, they attend classes or related technical instruction. The objective of the instruction, in addition to on-the-job-experience, is to train all-around journeymen. Classes are conducted during the workweek.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- have a High School Diploma or GED (General Equivalency Diploma)
- pass a written and oral exam
- maintain a valid California driver's license
- be able to legally work in the United States
- bring a photo ID, Social Security card and proof of age

BENEFITS

Health, dental care, prescription drug reimbursement, pension, vacation and life insurance are provided as eligibility is established.

APPLICATION PROCESS

Applications are accepted Monday thru Friday from 7:30 am to 12:00 and 1:00 to 4:40 pm at:

H.J. RED KIRKCONNELL LOCAL UNION 393 LONG BEACH AND VICINITY PLUMBERS AND
STEAMFITTERS J.A.T.C.
1246 LOCUST AVE.
LONG BEACH, CA 90813
(562) 436-1082

PLASTER AND STUCCO MASON APPRENTICESHIP

WHAT IS A PLASTERER AND STUCCO MASON?

Plasterers and Stucco Masons are skilled trades people in the construction industry who apply coatings of plaster and stucco to interior walls, ceilings and partitions or exterior surfaces. Plastering provides a long lasting surface that is fire-resistant, muffles noise, insulates against heat and cold and may be decorative.

TRAINING PROGRAM

The apprenticeship program is a four-year program consisting of 6000 hours of on-the-job training and 576 hours of related training.

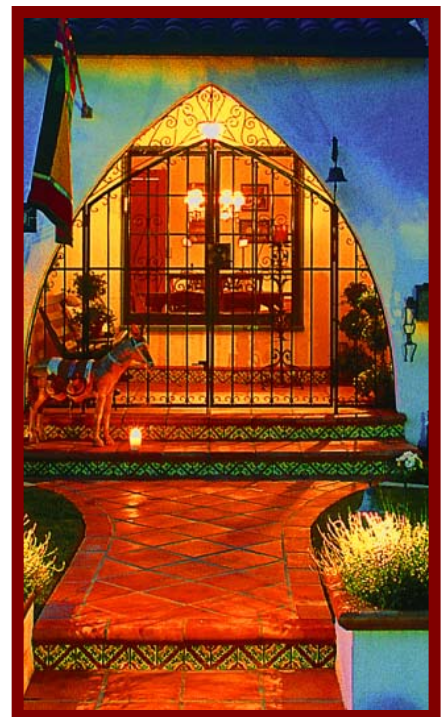
QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- have a current, valid driver's license at time of dispatch to the job

BENEFITS

The Plasterers Union, Lathing and Plastering Contractors, and Contracting Plasterers' Association jointly sponsor the Plastering Industry Joint Apprenticeship and Training Program. As an employee and union member the apprentice is provided medical, dental, optical and pension benefits.



APPLICATION PROCESS

Applications are available on an ongoing basis at:

PLASTERING INDUSTRY JOINT APPRENTICESHIP AND TRAINING PROGRAM
1610 W. HOLT AVE., #B
POMONA, CA 91768
(909) 865-1773

PLUMBER APPRENTICESHIP

WHAT IS A PLUMBER?

Plumbers work with various materials and fixtures used in the installation, removal, maintenance, extension and alteration of a plumbing system. These systems include all sanitary drainage, storm drainage, special wastes, vent systems, public or private water systems and gas piping within or adjacent to any building.

TRAINING PROGRAM

The Plumbers Apprenticeship program is a five-year long. During this time the apprentice completes 9,000 hours of on-the-job training, and 1,080 hours of related training classes held two evenings per week.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- hold a current, valid California driver's license at time of acceptance
- be able to read, write and comprehend instructions in English
- be able to legally work in the United States

BENEFITS

The Board of Trustees who are members of the U.A. Plumbers and Steamfitters and Contractors Associations jointly administer benefits. As an employee and union member, the apprentice receives medical, dental, optical and pension benefits.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

Pipe Trades Joint Apprenticeship and Training Committee
1246 Locust Avenue
Long Beach, CA 90813
(562) 436-1082

ROOFER APPRENTICESHIP

WHAT IS A ROOFER?

Roofers apply a variety of materials to structures to make them water and weatherproof. These include hot and cold built-up roofing or waterproofing, asphalt, shingles, tile and a variety of single-ply roofing systems.

TRAINING PROGRAM

The apprenticeship program is 42 months long, comprised of seven 4,200 hour training periods. In addition to these on-the-job hours, the apprentice attends 480 hours of related classes at a training center.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- be able to read, write and comprehend instructions in English
- participate in an orientation class on safety
- be prepared to work at extreme heights, on sloping surfaces, and able to lift heavy materials/equipment in all types of weather

BENEFITS

Union contractors and the Roofers Union jointly sponsor the Roofers Apprenticeship Program. As a union Roofer, the apprentice can expect to have medical, dental, optical, vacation and pension benefits.



APPLICATION PROCESS

Applications are available on an ongoing basis at:

Southern California Roofers and Waterproofers Joint Apprenticeship and Training
Program
9901 Paramount Blvd., No. 211
Downey, CA 90240
(562) 927-2544

SHEET METAL APPRENTICESHIP

WHAT IS A SHEET METAL WORKER?

Sheet Metal workers lie out, fabricate and assemble sheet metal products to be installed in buildings and construction projects. The primary work is in heating, ventilating and air conditioning systems. Sheet Metal workers also fabricate and install metal roofs, kitchen equipment, blowpipe systems, conveyors, chutes and hoppers.

TRAINING PROGRAM

The Sheet Metal Workers' Apprenticeship is typically a four and a half year program. Besides these on-the-job hours, apprentices will attend a minimum of 972 hours of related classroom instruction.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- be in good health and physically able to perform all the work of the trade
- have a copy of a High School Diploma, GED (General Equivalency Diploma), or High School Proficiency Test in English translation to present at the time of application
- pass a math test with a score of at least 70%

BENEFITS

As an employee and union member, the apprentice can expect to have medical, dental, optical, vacation and pension benefits.

APPLICATION PROCESS

Applications are continually available at:

Los Angeles Sheet Metal Workers' Joint Apprenticeship and Training Program
464 South Lucas Ave.
Los Angeles, CA 90017
(213) 481-2088

SPRINKLER FITTER APPRENTICESHIP

WHAT IS A SPRINKLER FITTER?

Sprinkler Fitters install all types of fire protection systems, including placement and installation of underground fire mains. A Sprinkler Fitter uses blueprints to position hangers and overhead piping in all types of construction. Fire protection systems are found in high-rises, warehouses, aircraft hangars, hotels, motels, homes and schools.

TRAINING PROGRAM

The apprenticeship program is five years long. Apprentices work a total of 8,000 hours over the five years to reach journey level status. They are also required to attend classes for 144 hours per year at an apprenticeship-training center.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a copy of High School Diploma, GED, or High School Proficiency Test at the time of application
- pass an aptitude examination and oral interview
- be able to read, write and comprehend instructions in English
- have a current, valid driver's license
- have transportation to any job in the area



BENEFITS

As an employee and union member, the apprentice can expect to have medical, dental, optical, vacation and pension benefits.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

Fire Sprinklers Joint Apprenticeship Committee
12140 Riviera Road, Ste. B
Whittier, CA 90606
(562) 907-7625

STEAM FITTER APPRENTICESHIP

WHAT IS A STEAM FITTER?

Steam Fitters install piping on new construction and existing plant maintenance or modernization projects in all types of industrial plants, offices, commercial buildings, hospitals, research facilities and other institutions. Piping is of a wide variety of sizes and materials including carbon steel, copper, cast iron, plastic, fiberglass, stainless steel and other special alloys.

TRAINING PROGRAM

The apprenticeship program lasts five years. Apprentices must work a total of 9,000 hours over the five years to reach journey status. They are also required to attend 1,080 hours of related classes each year.



QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- have a High School Diploma or GED (General Equivalency Diploma)
- pass an aptitude examination and oral interview
- be able to read, write and comprehend instructions in English
- have a current, valid California driver's license
- be able to legally work in the United States

BENEFITS

As an employee and union member, the apprentice can expect to have medical, dental, optical, pension and supplemental pension benefits.

APPLICATION PROCESS

Applications are continually available at:

Steam Fitters Joint Apprenticeship and Training Committee
18355 So. Figueroa St.
Gardena, CA 90248
(310) 660-0035

SURVEYOR (CHAINMAN) APPRENTICESHIP

WHAT IS A CHAINMAN?

A Chainman performs duties that assist surveying crews such as obtaining data pertaining to angles/elevations/control points and contours used for construction, map making and other purposes. Furthermore, a Chainman compiles notes/sketches/records of data obtained and work performed and directs work of subordinate members of the survey crew.

TRAINING PROGRAM

Chainman apprentices receive up to 6,000 hours of on the job training while employed by engineering and surveying firms or general contractors on job sites throughout Southern California. Apprentices are required to attend 533 hours of instructional classes after beginning work. Classes may be held two nights a week and some Saturdays.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- be able to read, write and comprehend instructions in English
- have a High School Diploma or GED (General Equivalency Diploma)
- be able to legally work in the United States
- have an educational background in algebra and geometry, sufficient to obtain a satisfactory score (70% or higher) on the Surveyors Joint Apprenticeship Qualifications Test

BENEFITS

Apprentices work under a collective bargaining agreement that provides for fair wages, pension/health benefits, paid holidays/vacations and good working conditions providing the apprentice with reasonably continuous employment. Wages start at \$12.47 an hour and progressively increase to \$30.26 an hour.

APPLICATION PROCESS

Applications are available at:

SOUTHERN CALIFORNIA SURVEYORS JOINT APPRENTICESHIP COUNCIL
709 BREA CANYON RD. SUITE 2
WALNUT, CA 91789
(909) 598-2652

OR ONLINE AT:
www.scsurveyjac.org

SURVEYOR (CHIEF OF PARTY) APPRENTICESHIP

WHAT IS A CHIEF OF PARTY?

A Chief of Party leads the work of a Survey Party engaged in surveying the Earth's surface to determine precise location and measurements of points, elevations, lines, area, and contours for construction, mapmaking, land division, title, or other purposes. A Chief of Party is also responsible for checking the accuracy of Parties work and uses various techniques and devices to make accurate measurements and solve problems.

TRAINING PROGRAM

An apprentice receives up to 4,000 hours of on the job training while employed by engineering and surveying firms or general contractors throughout Southern California. They are also required to attend 432 hours of instructional classes after beginning work.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- be able to read, write and comprehend instructions in English
- have a copy of High School Diploma or GED (General Equivalency Diploma)
- be able to legally work in the United States
- have an educational background in algebra and geometry, sufficient to obtain a satisfactory score (70% or higher) on the Surveyors Joint Apprenticeship Qualifications Test

BENEFITS

Apprentices work under a collective bargaining agreement that provides for fair wages, pension/health benefits, paid holidays/vacations and good working conditions providing the apprentice with reasonably continuous employment. Wages start at \$29.68 an hour and progressively increase to \$35.36 an hour.

APPLICATION PROCESS

Applications are available at:

SOUTHERN CALIFORNIA SURVEYORS JOINT APPRENTICESHIP COUNCIL
709 BREA CANYON RD. SUITE 2
WALNUT, CA 91789
(909) 598-2652

OR OR ONLINE AT:
www.scsurveyjac.org

TAPER APPRENTICESHIP

WHAT IS A TAPER?

Tapers prepare walls for paint and decorative finishes through the application of drywall tape, finishing and texturing compounds. Tapers work on all types of buildings, both old and new.

TRAINING PROGRAM

The apprenticeship program is three years long. It involves 5,400 hours of on-the-job training and an additional 160 hours of related instruction. Training includes the use of automatic tools, spray texturing, hand tools, product knowledge, safety and estimating.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old, or 17 years old with a parent or guardian's permission
- pass a reading test

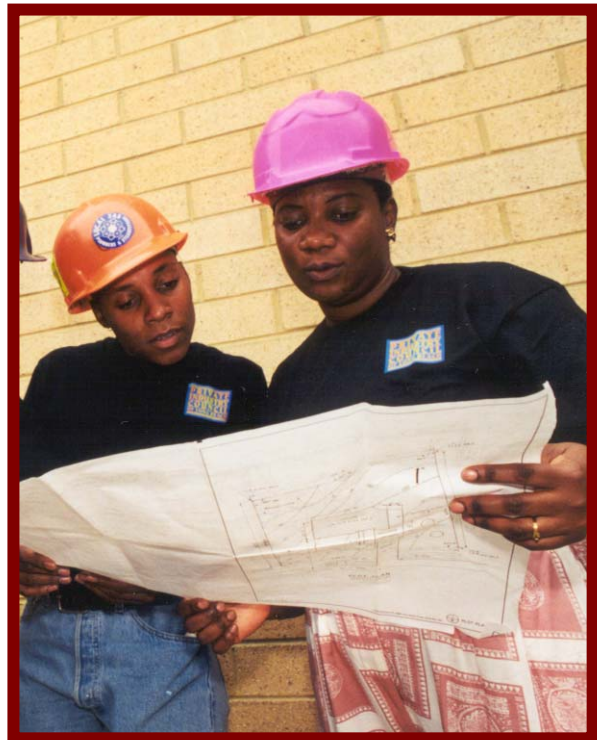
BENEFITS

The Tapers apprenticeship program is jointly sponsored by the Painters and Tapers Trust Fund. As an employee and union member, the apprentice can expect to have medical, dental, optical and pension plan benefits. First stage taper apprentices receive wages of \$9.39 and at the completion of all training earn \$26.83 per hour.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

Southern California Painting and Drywall Apprenticeship Training Program
2077 Yates Avenue
City of Commerce, CA 90040
(323) 727-2811



TILE SETTER AND FINISHER APPRENTICESHIP

WHAT IS A TILE SETTER AND TILE FINISHER?

Tile Setters create installations of ceramic or stone tile. Tile Setters cut, layout and install any sub-strata materials. Tile Finishers fill the joints and polish finished surfaces for showers and tubs, countertops, floors, stairs, building exteriors and ceilings. They may do finish caulking. The Finisher does most of the setting up of materials on the job and cleaning at the end of a job. Finishers also mix all mortars, either with a mixer or by hand. Some of the work may be done from scaffolding.

TRAINING PROGRAM



The Tile Finishers Apprenticeship lasts five years. Apprentices work a total of 3,500 hours for five periods to reach journey status.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- be willing and able to attend classroom training and abide by the rules of the Apprenticeship Committee

BENEFITS

As an employee and union member, the apprentice will receive medical, dental, optical and pension benefits.

APPLICATION PROCESS

Applications are available on an ongoing basis at:

Tile and Marble Joint Apprenticeship and Training Committee
9351 Telstar Ave. Suite 400
El Monte, CA 91731-2898
(626) 288-0096

OTHER APPRENTICESHIP PROGRAMS



MACHINIST APPRENTICESHIP

WHAT IS A MACHINIST?

Machinists use machine tools, such as lathes, drill presses and milling machines to produce precision metal parts. Although they may produce large quantities of one part, precision machinists often produce small batches of one-of-a-kind items. They use their knowledge of the working properties of metals and their skill with machine tools to plan and carry out the operations needed to make products meeting precise specifications.

TRAINING PROGRAM

Four and two year programs include classes on blueprint reading, mathematics and shop theory. Blueprint reading is designed to teach tolerances, true position, the study of lines, views and projections. Each math class will include a fundamental review of arithmetic, elementary algebra, geometry and trigonometry. Shop theory teaches the theory of machine operations. Each apprentice must attend daytime training classes for 240 hours, in addition to 8,000 hours of on-the-job training.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be able to lift a minimum of 50 lbs.
- be willing to work in a machine shop

BENEFITS

Benefits usually include vacation/sick leave, health/life insurance and retirement. Wages start at \$10.97 per hour, culminating with an hourly wage of \$21.11 after completing training.

APPLICATION PROCESS

Applications are accepted Monday thru Friday from 8:30 am to 5:00 pm at:



SOUTHERN CALIFORNIA TOOL AND DIE MOLD, MACHINIST AND
METAL WORKING TRADES APPRENTICESHIP COMMITTEE
13230 E. FIRESTONE BLVD., UNIT A
SANTA FE SPRINGS, CA 90670
(562) 404-4295

TOOL AND DIE MAKER APPRENTICESHIP

WHAT IS A TOOL AND DIE MAKER?

Tool and Die Makers are highly skilled workers. They make tools, dies, jigs, fixtures and gauges used in mass production machines to manufacture identical parts and assemblies made of metal or combinations of metal and other materials. Toolmakers use machine tools to make jigs and fixtures, which hold metal parts while they are shaved, stamped or drilled. Die Makers make metal forms, or dies, that shape metal in stamping and forging operations.

TRAINING PROGRAM

Trainees learn the set up and operation of conventional machining equipment such as mills, lathes, grinders, drill presses, and saws. Instruction is also provided in safety, quality control and inspection procedures, shop theory, precision measuring instruments, mathematics and blueprint reading. Instruction time is divided equally between classroom, computer lab and shop. The program involves 8,000 hours of on-the-job training and an additional 760 hours of related and supplemental instruction.

QUALIFICATIONS/REQUIREMENTS

APPLICANTS MUST:

- be at least 18 years old
- be in good health and physically able to perform all the work of the trade
- be willing and able to attend classroom training and abide by the rules of the Apprenticeship Committee

BENEFITS

As an employee and union member, the apprentice will receive medical, dental and optical coverage as well as a pension plan. Tool and Die Makers may earn from \$8.00 to \$25.00 an hour.

APPLICATION PROCESS

Applications are available Monday thru Friday from 8:30 am to 5:00 pm at:

SOUTHERN CALIFORNIA TOOL & DIE MOLD, MACHINIST & METAL WORKING TRADES
APPRENTICESHIP COMMITTEE

13230 E. FIRESTONE BLVD., UNIT A
SANTA FE SPRINGS, CA 90670

OR

OR ONLINE AT:
www.trainingcenters.org

GLOSSARY OF LABOR RELATED TERMS

GLOSSARY OF LABOR RELATED TERMS

APPRENTICESHIP

An apprenticeship is a structured program of training and employment for people to learn a trade or gain vocational training.

APPRENTICESHIP COMMITTEES

Made up of employer and employee representatives of the industry, the committees operate individual apprenticeship programs. They decide how apprentices are selected, what apprentices learn in a program, how apprentices progress through the program, apprentice wage rates and the supervision ratios. Committees select apprentices, approve advancements, discipline apprentices and approve an apprentice's policies. In doing this, committees must follow state and federal regulations and policies for operating a program. Other names for Apprenticeship committees are Joint Apprenticeship and Training Committees (JATC), Trades Apprenticeship and Training Committees (TATC) and Joint or Trade Apprenticeship Committees (JAC) or (TAC) and sometimes apprenticeship committees.

CONDITIONS OF EMPLOYMENT

Under the training agreement, the employer agrees to train the apprentice in an appropriate range of work, and to pay him or her the correct wages and entitlements under the specific industrial award or workplace agreement. The employer also agrees to arrange "on-the-job" training with a training provider and to release the apprentice to attend this training. The apprentice agrees to attend and perform work as directed, in a courteous and professional manner and attend "off-the-job" training as required. Many apprenticeships now provide for some of the training to be completed and assessed on the job.

CURRENT EMPLOYMENT STATISTICS (CES)

Monthly survey of establishments, which is the basis of estimates of wage and salary employment. This survey is mandated by the Bureau of Labor Statistics and conducted in all territories of the U.S. In California, the data is collected, analyzed and published by the Labor Market Information Division of the Employment Development Department.

CYCLICAL UNEMPLOYMENT

Temporary downturn in the job market. The most common form of cyclical unemployment occurs when workers are temporarily laid off.

DEMAND

In labor market information, this term is usually used in reference to the need for workers in a particular occupation, or workers with specific skills.

GLOSSARY OF LABOR RELATED TERMS

DEMAND FOR ADDITIONAL WORKERS (EMPLOYMENT PROJECTIONS)

Job openings resulting from employment growth and the need to replace workers who leave an occupation.

DEPARTMENT OF INDUSTRIAL RELATIONS (DIR)

The Department of Industrial Relations was established to improve working conditions for California wage earners, and to advance opportunities for profitable employment in California.

DEPARTMENT OF LABOR (DOL)

Cabinet-level U.S. agency that enforces laws protecting workers, promotes labor-management cooperation, sponsors employment and training placement services, oversees the unemployment insurance system, and produces statistics on the labor force and living conditions.

DISPLACED WORKER

Persons 20 years and over who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished.

DURATION OF UNEMPLOYMENT

The length of time in weeks through the current reference week that persons classified as unemployed had been looking for work.

ECONOMIC DEVELOPMENT

The entire array of activities, some conducted by government, and some by the private sector, often in partnership with government, which are intended to expand the economy of a designated area to increase the number of jobs available to the population of that area.

ELIGIBLE TRAINING PROVIDER LIST (ETPL)

California established the Eligible Training Provider List (ETPL) in compliance with the Workforce Investment Act. The purpose of the ETPL is to provide customer-focused employment training for adults and dislocated workers. The ETPL gives job seekers a list of vendors available to provide training.

EMERGING OCCUPATIONS

Employment Development Department's Labor Market Information Division designates occupations as "emerging" if changes occurred due to technology, legislation, demographics, social concerns and/or the marketplace (e.g., biotechnology occupations).

GLOSSARY OF LABOR RELATED TERMS

EMPLOYED

Persons, aged 16 years or older, who are working.

EMPLOYER PAYROLL RECORDS

Data from employers submitted quarterly to the Tax Branch of the Employment Development Department. These records contain information on the number of workers, and the total wages paid.

EMPLOYMENT

Persons who are working.

EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)

A division of the U.S. Department of Labor. This agency oversees the State Unemployment Insurance Programs and job training and placement services provided by the State Employment Security Agencies. In California, the Employment Development Department is the State Employment Security Agency.

ENTRY-LEVEL

Jobs or occupations for which employers hire workers with little or no previous work experience or with relatively minimum training or education. Occupations that require more education or training may have specific entry-level classifications such as “apprenticeship” or “internship.”

FIRM

A business entity, either corporate or otherwise. May consist of one or several establishments.

FULL-TIME EMPLOYMENT

A person employed 35 or more hours per week.

INDENTURE

A legally binding contract that allows an employer and apprentice to undertake an apprenticeship. The training agreement is signed and completed by the employer, the apprentice, and the parent or guardian if the apprentice is under 18. It is then lodged with the relevant government authority.

INDUSTRY

A group of establishments that produce similar products or provide similar services. For example, all establishments that manufacture automobiles are in the same industry. A given industry, or even a particular establishment in the industry, might have employees in dozens of occupations. The North American Industry Classification System (NAICS) is used to categorize industries.

GLOSSARY OF LABOR RELATED TERMS

INDUSTRY CLUSTER

A subset of industries in the regional economy connected by flows of goods and services stronger than those linking them to the rest of the economy. Individual firms in a cluster benefit from certain comparative advantages associated with geographical concentration such as access to a common pool of specialized labor, infrastructure, intellectual property and lower transaction costs between firms.

INTERNSHIP

A structured program in which a person gains supervised practical experience in an occupation.

JOURNEY LEVEL

A fully qualified worker in a specific trade.

LABOR DISPUTE

Any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, regardless of whether or not the disputants stand in the proximate relation of employer and employee.

LABOR FORCE

The sum of individuals who are 16 years old or older and either employed or counted as unemployed, including persons in the military.

LABOR MARKET INFORMATION (LMI)

Information about the market where labor skills are exchanged for wages. Information can be descriptive (qualitative) or statistical (quantitative). The key elements in the labor market are the workers (labor resources) and jobs (employment opportunities).

LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS)

A Federal/State cooperative program which produces employment, labor force and unemployment estimates for States and local areas.

LONG TERM UNEMPLOYMENT

Persons who have been unemployed for 15 or more consecutive weeks.

METROPOLITAN AREA (MA)

A geographic area made up of a county containing a central city of 50,000 inhabitants or more, plus adjoining counties that are socially and economically integrated with the central city. There are three types of metropolitan areas: Metropolitan Statistical Area

GLOSSARY OF LABOR RELATED TERMS

(MAS); Primary Metropolitan Statistical Area (PMSA); Consolidated Metropolitan Statistical Area (CMSA)

OCCUPATION

A set of activities or tasks that employees perform. Employees that perform the same tasks are in the same occupation, whether or not they are in the same industry.

OCCUPATIONAL INFORMATION

Specific information about a particular occupation (e.g., wages, skills required, benefits, entrance requirements, etc.)

ON THE JOB TRAINING

Most training of apprentices and trainees is on-the-job (in the workplace). The person supervising the apprentice is responsible for communicating and explaining the necessary skills and process of the trade or vocation. Apprentices are paid for their on-the-job-training hours.

OFF THE JOB TRAINING

Most apprentices are still required to complete some of their training away from the workplace. Courses are offered on a 'block release' or a 'day release' system, or a combination of both. An apprentice on 'block release' attends classes for a number of weeks at a time, while 'day release' involves attendance at off-the-job training usually for one or two days each week. The timetable of training is determined by the training provider according to demand for that course.

PAYROLL

Total wages paid by a business to its employees for work performed during the pay period (weekly, monthly, etc.)

PAY PERIOD

Frequency with which worker's wages are calculated and paid; usually weekly, biweekly, semimonthly or monthly

PIECEWORK

Work paid at a fixed rate (piece-rate) per piece of work done.

RELATED TRAINING

Classroom training related to an occupation and required as part of an apprenticeship. The requirement is usually 144 hours per year and is most often provided through a community college, a labor organization or an industry training center. Apprentices are

GLOSSARY OF LABOR RELATED TERMS

not paid for the related training hours and may have to bear the cost of tuition and books.

SALARY

Fixed compensation paid for labor or services. Most salaries are paid for a fixed period of working hours.

SEASONAL UNEMPLOYMENT

A condition resulting from jobs being available for only a portion of the year. For example, migrant workers who follow the harvest of various crops, but have little chance of working when that crop is completed are seasonally unemployed.

SELF-EMPLOYED

Persons who work for profit or fees in their own business, profession, trade or who operate a farm.

SHORTAGE OF WORKERS

Too few applicants with the required experience and abilities to fill openings within a reasonable amount of time.

STANDARDS

The written agreement among Council, the committees and the apprentices which contains all of the terms and conditions for the qualifications, employment and training of apprentices. Every committee must train its apprentices according to the standards that have been approved by Council.

SUPPLY/DEMAND

In labor market information, this term usually refers to the supply of workers in relationship to the demand for workers.

SURPLUS OF WORKERS

More applicants ready and willing to work than there are job openings.

TEMPORARY WORKERS

Those workers who have no long-term attachment to an employer. They may work for several days, or several months.

TRAINEE

An individual hired for a job, which may or may not require previous experience or education. A trainee could start in an entry-level, apprenticeship level, or internship level position.

GLOSSARY OF LABOR RELATED TERMS

TREND

The persistent underlying movement that takes place over a period of time. It is the basic growth or decline that would occur if no variations in activity existed.

UNEMPLOYMENT

Comprises all civilians 16 years and over who did not work during the survey week, who made specific efforts to find a job within the past four weeks, and who were available for work (except for temporary illness) during the survey week. Also included as unemployed are those who did not work at all, but were available for work, and (a) were waiting to be recalled to a job from which they had been laid off for a specific time; or (b) and a new job to go to within thirty days.

UNEMPLOYMENT RATE

Dividing the number of unemployed by the labor force derives the unemployment rate. The result is expressed as a percentage.

WAGES AND SALARY EMPLOYMENT

Full-time and part-time workers who receive wages, salaries, commissions, tips, payment in-kind, or piece rates. The group includes employees in both the private and public sectors. This is a count of the number of jobs, and is available by industry.

WAGES

A payment, usually of money, for labor or services performed.

APPENDIX

Information Summary
The Builders: An Apprenticeship Resource Guide

Trade or Occupation	Minimum Age	Driver's License	High School Diploma	GED	Written Exam	Oral Exam	Program Length (In Months)	On-The-Job-Training (In Hours)	Classroom Training (In Hours)	Contact Number
Acoustical Installer	17	No	Optional	-	No	No	36	6000	160	(714) 571-0449
Air Conditioning & Refrigeration	18	Yes	Optional	Yes	Yes	Yes	60	8000	1080	(213) 746-6825
Bricklayer	18	No	Optional	Yes	No	Yes	42	6000	640	(231) 746-6825
Cabinetmaker	17	No	Optional	-	No	No	48	4800	640	(562) 695-0571
Carpenter	17	No	Optional	-	No	No	48	4800	640	(562) 699-0419
Cement Mason	18	No	Optional	-	No	No	48	4800	640	(262) 444-4600
Drywall Finisher	17	No	Optional	-	No	No	36	5400	480	(323) 727-2811
Electrician (Inside Wireman)	18	Yes	Yes	No	Yes	Yes	60	8000	800	(323) 221-5881
Electrician (Sound/Communications)	18	Yes	Yes	No	Yes	Yes	36	4800	480	(323) 221-5881
Electrician (Transportation Systems)	18	Yes	Yes	No	Yes	Yes	48	6400	640	(323) 221-5881
Elevator Constructor	18	Yes	Optional	Yes	Yes	Yes	48	7080	576	(626) 449-1869
Floor Covering	18	Yes	Optional	Yes	Yes	No	48	0	760	(562) 623-9244
Glazier	18	Yes	Optional	-	Yes	Yes	48	6000	144	(323) 727-2811
Heat & Frost Insulator & Asbestos Workers	18	Yes	Optional	Yes	Yes	No	48	4800	640	(626) 334-6884
Interior Systems Carpenter	17	Yes	Optional	-	No	No	48	6000	640	(213) 739-9343
Ironworker	18	Yes	Optional	Yes	No	No	36	3600	600	(800) 527-4613

Information Summary
The Builders: An Apprenticeship Resource Guide

Trade or Occupation	Minimum Age	Driver's License	High School Diploma	GED	Written Exam	Oral Exam	Program Length (In Months)	On-The-Job-Training (In Hours)	Classroom Training (In Hours)	Contact Number
Laborer	18	Yes	Optional	-	Yes	Yes	60	3000	240	(626) 448-0144
Landscape & Irrigation Fitter	18	No	Optional	-	No	No	60	0	480	(626) 301-0531
Lather/Drywall	18	Yes	Optional	-	No	No	36	3600	480	(562) 699-5820
Machinist	18	No	Optional	-	No	No	24	8000	240	(562) 404-4295
Millwright	17	Yes	Yes	No	No	No	48	4800	640	(323) 724-0178
Operating Engineer	18	Yes	Optional	Yes	No	No	48	6000	432	(562) 695-0611
Painter	17	No	Optional	-	Yes	Yes	42	7000	480	(323) 727-2811
Pile Driver	17	Yes	Optional	Yes	No	No	48	4800	640	(310) 830-5300
Pipe Fitter	18	Yes	Optional	Yes	Yes	Yes	60	7000	1080	(805) 643-6345
Plaster and Stucco Mason	18	Yes	Optional	Yes	Yes	Yes	48	6000	576	(909) 865-1773
Plumber	18	Yes	Optional	Yes	No	Yes	60	9000	1080	(562) 436-1082
Roofer	18	Yes	Optional	-	No	Yes	42	4200	480	(562) 927-2544
Sheet Metal	17	Yes	Optional	Yes	Yes	Yes	54	8000	972	(213) 481-2088
Sprinkler Fitter	18	No	Optional	Yes	Yes	Yes	60	8000	720	(562) 907-7625
Steam Fitter	18	No	Optional	Yes	Yes	Yes	60	9000	1080	(310) 660-0035
Surveyor (Chainman)	18	Yes	Optional	Yes	Yes	No	36	6000	533	(909) 598-2652
Surveyor (Chief of Party)	18	Yes	Optional	Yes	Yes	No	24	4000	432	(909) 598-2652
Taper	17	No	Optional	-	No	No	36	5400	160	(323) 727-2811
Tile Setter and Finisher	18	No	Optional	-	No	No	48	8000	760	(626) 288-0096
Tool & Die Maker	18	No	Optional	-	No	No	48	8000	760	(562) 404-4295